

Rudder

MAY/JUNE 99

HMM-774
GOES TO NORWAY



**EXERCISE
BATTLE
GRIFFIN**

NAVAL AIR RESERVE NORFOLK

Commanding Officer's Commentary

Time flies when you're having fun! We've all heard that many times - I've certainly said it often. Well, time is flying for me in my tour here at NAR Norfolk. It seems as though I just got here, but I'm already at the halfway point of my two year orders.

We have collectively accomplished much in the last year. Building on a demonstrated record of success has been a pleasure for me. It has been your hard work that made the past 12 months so enjoyable for me! The sense of teamwork between our Selected Reservists and NAR staff has never been better. We have all kept our focus on fleet support and our efforts have been rewarded with back to back Hammann awards as the best Naval Air Reserve site.

The Navy is stretched thin, but our Reservists are providing expertise and cor-

porate knowledge in area after area daily. We have sent trained assets to fill vital roles in Bosnia and overseas during recent flare-ups in the Persian Gulf and the Adriatic. VR-56 flew the U.S. Embassy staff out of Belgrade hours after the bombing began in Yugoslavia. We have key officers standing the watch with the Navy aboard the THEODORE ROOSEVELT in the Adriatic and at shore bases in Italy. Personnel support the Navy here in Hampton Roads every day, and I often get calls from gaining commands relating how invaluable your contributions were (and can I get more Reservists to their commands!) I am extremely proud of all of you.

The staff here at NAR Norfolk is fully committed to supporting our Reservists. We are very proud of the speed and accuracy with which we pay Reservists. Our billeting for those of you who come in from out of town is working superbly. Two-way com-

munications have never been better - making formal meetings almost superfluous.

This has been a great year for me, and I trust will continue to improve. Some areas, like our relationship to PSD and Reserve record management seem to need and will get constant monitoring. We cannot get complacent despite recent successes.

Don't let up, and keep up the good work!



Capt. R. Mark Heilenday

About the Cover....

NR HMM-774 recently participated in the multinational exercise Operation Battle Griffin in Norway, along with other components of the II Marine Expeditionary Force. For more info, visit the Battle Griffin website at <http://www.fks.mil.no/battlegriffin>. Cover photo by Tor-Erling, APIC

Anchor's Aweigh!



AFM Larry Patterson
Command Master Chief

How fast do thirty years go by? It goes by Real Fast. I am approaching my retirement date at exactly that speed.

It was just yesterday that I graduated from Boot Camp and today I'm preparing a retirement ceremony. Reflecting back on the years between, I remember all the great times I've had and the wonderful people I've met. I have really enjoyed my career and the many achievements and successes I have been a part of.

Many of these successes I attribute to maintaining a balance in my everyday life. In this balance, there are three areas that are critical to maintain. They are your job, your family, and yourself. If one area receives more attention than the other two, the balance is upset and you start to suffer. Like-

wise, if each area is properly maintained, real individual growth occurs and a sense of happiness is likely to prevail.

Of course, a true balance will never be maintained for any great length of time. There are just too many variables in life.

However, you do have choices in what you do, how you do it, when you do it, and the amount of dedication you give to that area. Now this is not the only recipe for success, but it is one that I have tried to live by for the last twenty or so years and it has proven to be effective and rewarding. In fact, maintaining a balance between the three has giving me a great deal of peace in my life.

In closing, I would like to thank everyone for their support over these last two years at NAVAIREs. Additionally, I thank you for sharing a part of your life with me and for the times we spent together. Our tour together was very rewarding and enjoyable and will be remembered with pleasure in the future.

Commanding Officer Capt. R. M. Heilenday	Executive Officer Cmdr. J. G. Wolf
Public Affairs Officer JOC Stephen Orr	Editor JO2 April Phillips
Staff Photographers PHC(AW/SW/SCW) Kvello PH1 John Gorenflo PH2 Anibal Rivera PH3 David Stevenson	
Staff Journalists JO2 Jim Bane	Home Page Editor JOC Stephen Orr

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The Navy has been great to me, and I will always remember all of you and the part you've played in my life. Hope to see you from time to time. Farewell.

Larry L. Patterson

APG / AIA

The future of the Naval Reserve?

By JO2 April Phillips

Advanced Pay Grade, Advanced Initial Accession. Sound familiar? There's a good chance you're drilling alongside a shipmate from one of these programs every month.

The two programs were developed to combat manning shortfalls in the Naval Reserve. It allows potential Sailors to use their civilian expertise and come in to the Reserve with advanced rank in a rate similar to their civilian position.

But job experience only goes so far. What about fleet experience, many people ask. What about Navy savvy that only comes from time spent haze gray and underway? Aren't these the experienced veterans we want joining the Reserve after their active-duty tours?

Well, actually there may be two talent pools, said Rear Adm. S.T. Keith, Commander, Naval Air Reserve Force and outspoken cheerleader for the APG / AIA program.

"They are the future," Adm. Keith said.

The programs are still in their early years, and they are not without problems. At the annual Echelon IV Command conference at NAS JRB Fort Worth, a panel of Reservists who have taken part in these programs spoke to Reserve commanding officers and command master chiefs about the pros and cons.

"I've had a good experience with my squadron," said Petty Officer Third Class Tim Smith of Fleet Logistics Support Squadron 59. "I've learned to adapt, improve and overcome any problems I might have and just move forward."

Others weren't quite so positive. Many Reservists cited a lack of mentors and leaders in their units. Others felt they didn't know when or how to salute, wear the uniform, and other basic skills that make a civilian a Sailor.

In order to make that transition a little



Photo by PH3 David Stevenson

Sailors who entered the Naval Reserve under the Advanced Pay Grade and Advanced Initial Accession programs pose with the Commander, Naval Air Reserve Force, Rear Adm. S.T. Keith.

smoother, a pilot two-week boot camp program has been instituted at Great Lakes Recruit Training Center. The idea is that Sailors attending boot camp will get a much truer feel for the Navy than those who attend the current two-week training in New Orleans. Recruits get an actual boot camp experience at Great Lakes, complete with bad haircuts, push-ups, and predawn reveilles. The training is very similar to that of active-duty recruits. It's just pressed into a shorter time period.

"Even though they're here for a short period of time, I want to make sure they understand leadership, respect, and definitely the chain of command," said the one person who was in a position to make sure the Reservists learned this information, their recruit division commander.

Although some recruit division commanders were initially sceptical, by the end of the first division's training, the instructors realized that the APG recruits' experience and age helped them to transition quicker into Navy life.

The master chiefs also had other ideas to help APG/AIA Sailors acclimate to Navy traditions and customs.

"The master chiefs suggested that the Blue Jacket's Manual should be given to

AIA/APG's the first weekend he or she goes to indoc with the unit," said Capt. Jon Haas, who has been instrumental in forming the APG/AIA guidelines.

Haas said he hoped reading the BJM would familiarize new affiliates with Naval customs and traditions. At the very least, these new Sailors will have a reference guide.

Adm. Keith cited many reasons APG/AIA Sailors may be dissatisfied. One of the main problems is a lack of meaningful training.

"Training starts close to the home base," Adm. Keith reminded the commanding officers. "We have to take the first hours and pit them toward making sure our people are qualified."

Adm. Keith went on to say how improved training opportunities could have another positive impact on the Reserve Force.

"If we can make it meaningful for them to come in," he said, "they're going to tell their friends, 'Hey, come join the Naval Reserve.'"

Adm. Keith concluded the conference by reminding everyone present what a wonderful resource the APG/AIA Sailors are. "Take the ball and run with it," he said. "And don't stop."

Marine Maintainers make Battle Griffin a success

By Cpl. Ivrol D. Hines, USMC

Battle Griffin '99

Marine Heavy Helicopter Squadron-772, Marine Medium Helicopter Squadron-774 and Marine Light Attack Helicopter Squadron-269 maintenance personnel worked diligently to reassemble 19 helicopters that were dismantled for transport to Operation Battle Griffin, a joint multinational exercise held in Norway in February and March 1999.

HMM-774, a Reserve squadron from Norfolk, Va.; HMH-772, a Reserve squadron from Willowgrove, Penn.; and HML/A-269 from MCAS New River, N.C. came together to form Marine Aircraft Group 29 for the NATO exercise.

These helicopters consisted of four CH-53E Super Stallions, three UH-1N Hueys, six AH-1W Cobras and six CH-46E Sea Knights that were used by the Aviation Command Element (ACE) of the Second Marine Expeditionary Force (II MEF) during the annual cold weather training.

While the HMH-772 maintenance personnel reconstructed CH-53Es, the HMM-774 maintenance personnel did the same

with CH-46Es and HML/A-269 alike with Cobras and Hueys. Each helicopter played an instrumental role in the operation, and their availability and reliability laid in the hands of the crew putting them together.



Marines claim victory during Battle Griffin

Months of planning and anticipation reached a climax in Norway on Feb. 26 as Marines from II Marine Expeditionary Force, including Selected Reservists from HMM-774, along with forces from Norway and Germany, squared off against the Norwegian 6th Division and its attachments from the United Kingdom, the Netherlands, Germany and France during Exercise Battle Griffin '99.

Battle Griffin, a triennial NATO Allied Joint Field Training Exercise, involved more than 5,000 active duty and Reserve U.S. Marines and Sailors. The exercise is designed to test the U.S. Norway Air-Land Marine Air Ground Task Force concept to reinforce Norway and Nor-



CH-46 Chinooks from HMM-774 transport troops over Norway.

wegian National Forces in cooperation with NATO. The exercise also met the requirement for quality, realistic training to fully prepare for Allied/Joint operations in an arctic environment.

Talented commanders and skilled air and ground troops matched wits and tactics while they learned valuable information about Allied capabilities in arctic conditions.

The exercise encompassed many different training evolutions. Combat Enhancement Training emphasized operating in an extreme cold weather environment. Marines and Sailors fur-

ther developed their proficiency with skis, snow shoes, arctic tents, field stoves, and arctic camouflage.

The culmination of Battle Griffin '99 was the Field Training Exercise (FTX). This free-play, force-on-force FTX was the largest NATO exercise conducted this year, and the first to be held in central Norway.

Overall, Battle Griffin '99 was a huge success. Not only did II MEF receive outstanding, realistic training in cold weather, but relations between nations and NATO Allies were strengthened.



HM14 deploys to the west coast

By Lt. Cmdr. Ed Magpuri, HM14 Reserve OIC

Helicopter Mine Countermeasures Squadron FOURTEEN (HM-14), one of only two Active and Reserve fully integrated squadrons in the U. S. Navy, participated in Exercise Kernel Blitz 1999 (KB99), held off the coast of Southern California.

HM-14's detachment deployed with approximately 250 personnel composed of Active, TAR, and Selected Reserve members and six MH-53E Sea Dragon aircraft.

The flight crews flew the six aircraft across the southern portion of the United States to avoid inclement weather and embarked aboard the USS Bonhomme-Richard (LHD-6) on 1 April 1999. This was the first West Coast exercise for

HM14 in fifteen years.

During KB99, HM-14 tactically employed the AQS-14A (mine hunting sonar device) and the MK103 (mechanical sweep device) resulting in an exceptionally high level of mine contacts and moored mines cut.

The highly trained flight crews of HM-14 and their outstanding, professional maintenance personnel combined to hunt, sweep, and neutralize mines in the notional mine fields off the coast of Camp Pendleton enabling the U.S. Marines to conduct their amphibious assault landing. The exercise involved over fifteen multinational vessels.

Strategic employment of the Reserve pilots in the first and second halves of the six-week deployment was paramount since



Photo by Lt. Cmdr. Ed Magpuri

Lt. Christopher Soler is promoted to Lt. Cmdr. by HM-14 CO Cmdr. Barry Dagnell in the ready room of the USS Bonhomme-Richard.

they represented 50 percent of the detachment mission commanders. Over 1050 linear nautical miles were towed and of the 207 total exercise hours flown, the Reservists flew 122 hours which testifies to the significant role the Reserve played during the exercise.

The exercise was a tremendous success due in large part to

the professionalism and dedication displayed by the men and women of the Vanguard and the teamwork and outstanding support provided by HM-14's Operational Commander, COMCMRON THREE, and his staff as well as the ship's company of the USS Bonhomme-Richard. The detachment returned to Norfolk proud and poised with zero mishaps.

Naval War College Non-resident Seminar Program

What: Naval War College faculty led graduate seminar in:

- *Strategy and policy
- *National Security decision making
- * Joint Maritime Operations

When: Academic year 1999-2000

- *Seminars meet once weekly after duty hours, beginning the week of 30 AUG 99

Where: Building CEP162

Who: Active Duty and Reserve officers of all services

- *USN/USMC/USCG O3 and above. All participants must possess a baccalaureate degree

How: Application Deadline - 16 July

- *phone: 757/445-4202, DSN 564-4202 for info.

May/June

TACRON 2186 Stand-outs

Moore named Junior Officer of the Year

Naval Air Reserve Norfolk has selected Lt. Cmdr. James Moore as Junior Officer of the Year. Moore is the training officer for TACRON 2186, and was recognized for his superior performance with the squadron and for his contributions to the local community.

Moore is a Virginia state certified Emergency Medical Technician, vice-president of his Virginia Beach rescue squad, and he also provides first aid training to local school children.

This exemplary officer is employed by SAIC at the Joint Battle Intelligence, Surveillance and Reconnaissance (C4ISR) analyst. He is recognized as an expert in his field.

Hornstein begins deployment to Italy

TACRON 2186's ever vigilant Lt. Dan Hornstein has been called to active-duty for a six-month tour, working at the Combined Air Operations Center (CAOC) in Vicenza, Italy. CAOC is part of the 5th Allied Tactical Air Force.

As part of the CAOC, Hornstein is a valuable member of the Air Operations team in support of the peacekeeping mission in Bosnia-Herzegovina and Kosovo.

Working alongside representatives from all NATO countries, Hornstein's daily routine consists of producing the Daily Air Tasking Order for up to 200 sorties per day and Contingency Air Plans to support the multinational stabilization force mission in the Balkans.

CV-NE Reservists support Norfolk-based aircraft carriers

Story by JO2 April Phillips

Photos by PH1 John Gorenflo

Service to the fleet. It's what all Naval Reserve units strive for. But CV-NE 0186 is uniquely able to provide this service by placing its Reservists at the heart of the fleet -- on board high-tech aircraft carriers right alongside their active-duty counterparts.

Several Reservists from CV-NE 0186 recently spent their annual active duty training (AT) periods on board two Norfolk-based aircraft carriers. The unit sent 10 Sailors to the U.S.S. Eisenhower, a nuclear powered aircraft carrier currently undergoing renovation at Norfolk Naval Shipyard. Reserve Boatswain's Mates, Machinist's Mates and assorted aviation technicians augmented the ship's crew during this crucial period.

Another group of Reserv-

ists crossed the Naval Station Norfolk pier to board the U.S.S. George Washington, to provide their support and gain valuable training opportunities.

ABE3 Rickey Alphonso Jackson, a native of Emporia, Va., spent his AT period working with the catapults that launch aircraft off the flight deck.

"There's a lot of maintenance in port, and maintenance helps you learn the equipment," Jackson said.

This experience is helpful to the ship and to Jackson.

"I worked in the arresting gear on active duty," he explained. "And now I'm learning the catapults. You need to know both to get advanced," he said.

Jackson said working on board the George Washington is



ABF1 Mark Haebe stands on the catwalk of the USS George Washington, near the hoses he uses to fuel aircraft.



U.S.S. George Washington

much more interesting than just working in an office or behind a desk.

"This takes me back to active duty," he said. "You shouldn't lose that knowledge of the Navy. It's what keeps you fresh."

AK2 Mark McMillan of Virginia Beach helped out in the ship's supply department. He's been with CV-NE 0186 for 5 years, but he's been a Reservist for 12 years. Before that, he spent four years on active duty. This fleet veteran said he enjoys the opportunity to work on the ship.

"I enjoy working with computers, updating supply requisitions — It gives me on-the-job experience," McMillan said.

Proving that CV-NE 0186's Reservists are trained and ready to help out all over the carrier, ABF1 Mark Haebe of Pinehurst, N.C., spent his AT on the flight deck. He is glad to have the opportunity to drill on the USS George Washington.

"It's very important to get hands-on training. These are things you can't learn on a week-end drill," Haebe said.

As an ABF, Haebe is responsible for fueling the aircraft. Safety is the primary concern.

"We make sure the bird is grounded and that there are no sparks. I also check for continuity in the fuel line and in the hoses."

While many Sailors may think working on board a nuclear powered aircraft carrier is inherently stressful, Haebe finds it almost peaceful.

"I enjoy coming here to drill," he said, "and getting away from the hustle and bustle of everyday work."

Every Navy command, whether ship or shore, must have personnel support. PN2 David F. Ingram, who's been in CV-

NE for four years and spent 10 years on active-duty, helps provide that support for the George Washington.

Ingram enjoys spending his AT on the ship because it gives him a chance to work in his rate.

"In the unit I handle administrative type things," he said. "I create the Plan of the Month and type correspondence. But on AT, I get to do customer service. On the ship I handle service record entries, process leave papers, and man a customer service window."

Ingram felt right at home on his AT, because USS George Washington was his last active

Right: AK2 Mark McMillan performs a supply inventory.



Above: PN2 David Ingram checks a service record entry.

Left: ABE3 Rickey Jackson learns how the ship's catapults operate.

CV-NE 0186 Executive Officer Lt. Cmdr. Diego Zevallos is very proud of how well his Sailors have integrated themselves with ship's company.

"When we do our AT's," he said, "we are indistinguishable from the active duty guys. That's how the Total Force operates."



Naval Safety Center gets big "Aloha" from Hawaii

By Lt. Don Elswick and Lt. A.J. Reid,
Naval Safety Center 0186

The Naval Safety Center recently provided a Safety Assist Visit to Marine Corps Base Hawaii (MCBH) Kaneohe Bay and Naval Region Hawaii. The team of Naval Safety Center staff and Reservists consisted of Mike Brownley, Mr. Jim Wilder, Ms. Pamela Webster, Ms. Cynthia Young, Lt. Don Elswick, USNR, Lt. A.J. Reid, USNR, both Industrial Hygienists, Ms. Lynn Tacha, GYSGT Bobby Blackwell, USMC, and Ms. Carol Parks.

The visits were conducted in response to requests from Mr. Bo Irvine, Occupational Safety and Health Manager, MCBH Kaneohe Bay, and Mr. Gaylord Nishimura, Supervisory Safety and Occupational Health Specialist, Naval Region Hawaii at Pearl Harbor. The purpose of the visit was to review the commands' occupational safety and health (OSH) programs, explosive and weapons safety, traffic safety and recreation and off-duty safety programs. A walkthrough of several base facilities was included to double check effectiveness of the programs. Ensuring full compliance with the Department of Defense (DoD), Navy and Marine Corps requirements, OSHA standards and consensus guidelines was one of the most important aspects of the visit.

Elswick and Reid reviewed the Occupa-



Safety Center Ashore Survey Team: Jim Wilder, Lt. Don Elswick, Cindy Young, Lynn Tacha, Pam Webster, Mike Brownley and Carol Parks.

tional Health and Industrial Hygiene programs which included personal protective equipment, sight conservation, respiratory protection, medical surveillance, confined space entry, lead exposure control, hazardous materials management, hazard communication, ergonomics, industrial hygiene, hearing conservation and asbestos management.

Mike Brownley, Team Leader, noted that the Reservists on his team "...both did terrific jobs for the Safety Center. I had not met either of them before the trip and was delighted with the working knowledge they both brought to the work sites. The addition

of the reserve industrial hygienists has been of great help to our team. The Safety Center is lucky to have them."

"Safety is not just a word at MCBH Kaneohe Bay - safety is paramount to mission readiness," commented Irvine. "The visit by the Naval Safety Center provided our base excellent training and a fresh perspective on safety. The Naval Safety Center team visit increased our mission readiness."

During the walkthrough evaluation, Reid visited the underground firing range near the Submarine Base with Mr. Bobby Lee, Industrial Hygienist from the Naval Medical Clinic Pearl Harbor. The issue of interest was high lead exposure to the range master and the ventilation problems that contributed to this exposure. Recommendations were made to limit lead exposure in this area.

"We are so glad to have the Safety Center team here to give us assistance in our safety and health programs and point us in the right direction during regionalization," said Gaylord Nishimura.

A Safety Assist Visit is a free service provided by the Naval Safety Center at the request of a command. All of the findings and recommendations are left with the commanding officer of the base and the safety office. "This is a great opportunity for

Congratulations!

AZ1 (AW) Ivan Wilkins

LACAIR Sailor of the Quarter

DM1 Patrice Tibbs, IMAGU 1086

Reserve Sailor of the Quarter

YN2 Geraldine Bowden

Active Duty Sailor of the Quarter

PNSN Amy Dix

Active Duty Junior Sailor of the Quarter

Please see SAFCEN

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Rudder

Changes in the Information Technology Office

By ATCS (AW) Russell Vincent

The Information Technology Office at Naval Air Reserve, Norfolk has undergone many changes in the past year. A new staff, upgrades to the standard office computers and new uses for the network are the most obvious.

Ms. Pam Scheanwald is the new Information Technology Department Head and Information Systems Security Manager. She came to NAVAIRES, Norfolk from the Atlantic Fleet Headquarters, Support Activity (HAS) at Naval Base, Norfolk with many years experience in Networking Technology. Mr. Jeff Buenting was formally DP2 Buenting at NAR, Norfolk.

Jeff is the Windows NT technical expert and also the network expert. ATCS Vincent came from VAW-78, where he was the Information Systems

Security Manager. AO1 Ferguson came from the Training Department at NAR, Norfolk and is presently attending ECPI, majoring in Computer Technology.

The upgraded workstations appearing around the command are the most obvious changes. The Navy has mandated that all information systems be upgraded to "IT 21 Standards". These standards are the minimum requirements for new and refurbished equipment.

In the case of the workstations, IT21 calls for a minimum of Pentium 200Mhz. Future plans call for an upgraded network server (Windows NT) and newer, high-speed wiring. Standardization of the workstations and the network should increase access speed and reliability.

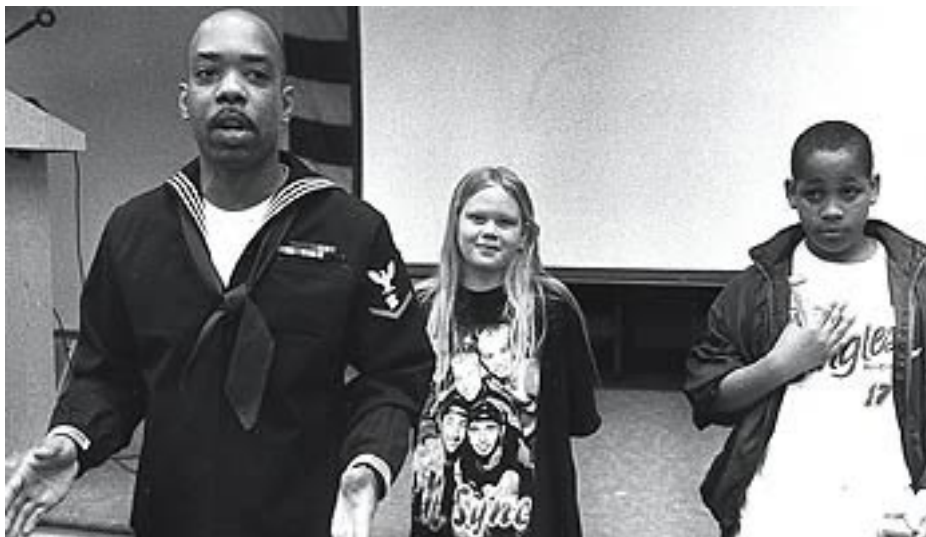
The operating systems and software used to process information is also mandated by IT21 Standardization. To ensure that information can be shared at all levels, the minimum operating system standard is Windows 95 or NT and the processing standard is Microsoft Office 97. These new standards are also Year 2000 compliant.

Sharing of information is what networking is all about. Providing current and relative data in real time determines the effectiveness of the network. Paper reports and directives take time to process and distribute. Instead of having outdated instruction binders that have to be updated whenever a "5215" comes out, now you can go to the Internet for the latest instruction. No last minute rush for Admin when an inspector shows up.

What does this mean to you? This means that you can have instant and accurate information at your fingertips. However, you must remember that the data is only as current as the provider makes it. If the provider receives inaccurate data, then that is what is provided to you. To ensure that data is current and reliable, each user and provider must ensure that it is correct.

With new technology comes a transition period. This is true of equipment and also the users. The users must also upgrade to match the capabilities of the equipment or all is for nothing. Presently there is a Computer Based Training series for Microsoft Office 97 on the network or at the NAR CBT Lab. FASO also conducts one and two-day classes, free for all military and DOD employees.

Campaign Drug Free continues to thrive



PN3 Terrance Gregory of NAVAIRES's Reserve Services Department leads Bayside Middle School sixth grade students April Howlett and Darnel Simpson in anti-drug role playing. The many volunteers who donate their time to local youngsters have shown the many positive results of a drug free lifestyle.

Photo by Barbara J. Woerner

SAFCEN cont. from pg 8

commands to get a thorough look and keep the results in-house to use however they wish. Not a lot of commands know of the avail-

ability of this service," commented Mike Brownley.

All team members agreed this trip enabled the Naval Safety Center to make safety a way of

life on and off duty at both commands visited. The survey also enhanced the reputation of the Naval Safety Center as the center of excellence for safety in the Navy and enabled both custom-

ers to transform safety information into the wisdom to prevent mishaps.

NEWS

The Reservist can use

Uniform Notes

Provided by **BMCM(SW) B.C. Cruse,**
Navy Uniform Matters Office

Officer's Swords

When ordering officer's swords, sword length is determined by the height of the wearer. When measured, wear the uniformed shoes you will likely be wearing with the sword.

Utility shirt fabric strips

Embroidered fabric strip length requirement is the width of the pocket being sewn over. We have found that in some cases on small utility shirts, when sewing on the primary breast insignia, the fabric strip may cross the stitching where the sleeve is attached to the shirt. If this is the case, service members should have the tailor crop the ends of the fabric strip and center above the U.S. Navy fabric strip.

If this should be the case, it is acceptable that the fabric strip will not meet the width of the pocket requirement. On the Maternity Camouflage Uniform, the shirt has no pockets for a reference point for placement of embroidered fabric strips. Place the embroidered fabric strips in the same relative position as if there were pockets.

Coveralls

Modifying the Navy Coverall uniform to short sleeves or rolling up the sleeves is unauthorized. Correct wear is outlined in the Navy Uniform Regulations, article 3501.18, "button sleeves."

Trivia

Answer to last issue's question: Service members may wear any required religious apparel distinct to their faith group with the uniform while in attendance at organized worship services.

This issue's trivia question: With what civilian attire, if any, can active duty and retired Navy personnel wear medals and breast insignia?

Reserve issues addressed by QoL EXCOM

From *Military Community Life Magazine*, Spring 1999

"Civilian and military leaders in the Office of the Secretary of Defense and each of the Services are committed to strengthening the well-being and quality of life for Reservists in the Armed Forces," according to Jane Burke, Director of OSD's Quality of Life Office.

At its latest quarterly meeting, the Defense Department's Quality of Life Executive Committee was briefed on five primary QoL issues that face the Reserve Component as it moves toward the coming Century.

Issues having an impact on the Reserve Component that were briefed to the Committee included:

*** Employer Support** of Reservists in regard to their required absences from full-time civilian employment.

*** Family Readiness and Support.** An important issue in view of the fact that Reservists have less time available to spend with family.

*** Medical Care and Related Benefits.**

Protection commensurate with duty status and risk.

*** Potential for mobilization.** Economic and other impacts associated with Reserve call-up.

*** Quality of participation.** Reservists have sometimes felt that they receive "second class" treatment when they are on active duty; and the Committee is determined to resolve any remaining issues that lead to that perception.

Bits-N-Pieces

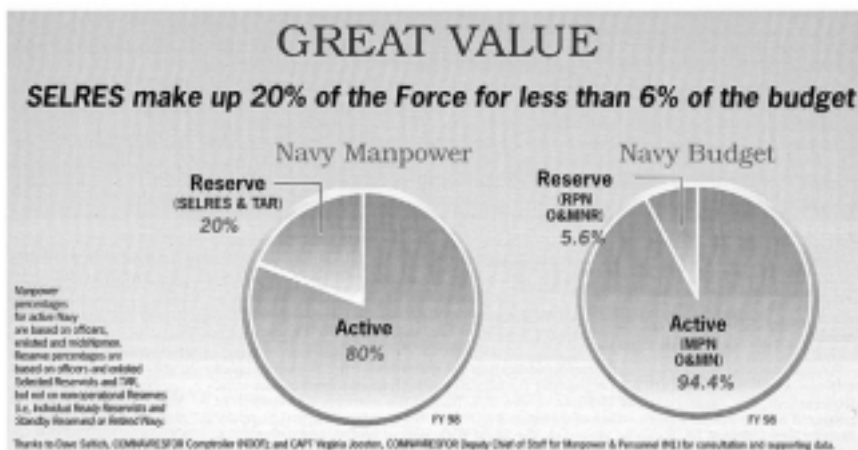
Taken from **Naval Reservist News Reports**

RECALL!

The Naval Reserve has begun recalling Reservists under the Presidential Selected Reserve Call-up to support NATO operations in the Balkans. Naval Air Reserve helicopters from Helicopter Mine Countermeasures Squadron 14, embarked aboard USS Inchon, have delivered more than 6,000 pounds of relief supplies to more than 200,000 Kosovar refugees at a camp in Kukes, Albania.

Opportunities

Selected Reservists with FFG OOD U/W experience are needed to support USS Stephen W. Groves (FFG 29) during its Standing Naval Forces Atlantic deployment from mid-June to mid-November. Ports of call will include London, Newcastle and Portsmouth, England; Glasgow, Scotland, and Stavanger, Norway. Funding is available for individuals to do the entire cruise, or segments varying from 28 to 34 days. Reservists should ask their AT coordinators to contact QMC (SW) Beckner at (504) 678-4366.



Awards and Honors

AIC 1886

Defense Meritorious Service Medal

Capt. Elizabeth Morgan

Joint Commendation Medal

Cmdr. Dan Miller

Joint Service Achievement Medal

Lt. Cmdr. Robert Powell

Lt. Colleen Dixon

RMC Eugenia Ramey

Navy Achievement Medal

IS1 Jeanne Capello

CINCLANTFLT 0186

Navy Commendation Medal

Cmdr. Brian Erwin

Cmdr. Michael Maddocks

ISC Charles Gassert

Navy Achievement Medal

Lt. Cmdr. Michael Fizgibbons

IS1 Elizabeth Oberg

CNAL 0186

Navy Commendation Medal

Cmdr. Tom Bonanno

Cmdr. Mitch Miller

Cmdr. Robert Tata

FIWC

Joint Service Achievement Medal

Cmdr. Jennifer Nash

HM-14

Sailor of the Year

AD1 N. Fisher

Reserve Sailor of the Quarter

AD1 N. Fisher (1st Qtr.)

AK1 F. Butler (2nd Qtr.)

Junior Sailor of the Quarter

AK3 H. Macaffee (1st Qtr.)

PNSN L. Faustin (2nd Qtr.)

NAS 0186

Navy Achievement Medal

MS2 Christine Bolin

Reserve Meritorious Service Medal

AK1 Calvin McLaughlin

Sailor of the Quarter

AS1 Kenneth Zufall

Junior Sailor of the Quarter

AT3 Amy Porter

Promotions

Cmdr. Steven Gross

Re-enlistments

AMS2 Lisa Deal

FC3 Kelly Byrd

NAVAIRES Norfolk

Navy Achievement Medal

AT1 Michael Heisler

Good Conduct Award

PHC David Kvello

PNC Cavell Moore

AK1 Johnny Hunter

Sailor of the Quarter

YN2 Geraldine Bowden

Junior Sailor of the Quarter

PNSN Amy Dix

Master Training Specialist

AT1 Michael Heisler

Homeport City Stars Award

AT1 Michael Heisler

Letter of Appreciation

Mr. David Culler

PHC David Kvello

Advancements

PHCS David Kvello

NMITC 0186

Joint Service Achievement Medal

Lt. Cmdr. Christopher Foley

TACRON 2186

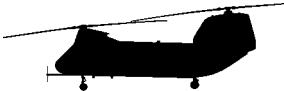

Outstanding Military

Volunteer Service Award

Lt. Cmdr. James Moore

AC1 Jeffrey Carpenter

Bravo Zulu!

NAVAIRES NORFOLK RESERVE FY 99 DRILL SCHEDULE					
					
<u>JUNE 10-11</u>	<u>JUNE 12-13</u>	<u>JULY 10-11</u>	<u>JULY 17-18</u>	<u>AUGUST 7-8</u>	<u>AUGUST 14-15</u>
CARGRU 0886	TACRON 2186	CARGRU 0886	VAW-78	CARGRU 0886	VFC-12
GVTU 8686	NADEP 0386	GVTU 8686	VFC-12	GVTU 8686	
NCIS 0986	IMAGU 0186	NCIS 0986		NCIS 0986	<u>AUGUST 21-22</u>
NMORA 2186	CNAL 1086	NMORA 2186	<u>JULY 24-25</u>	NMORA 2186	TACRON 2186
MED/DEN DET A	CVN NE 0186	MED/DEN DET A	TACRON 2186	MED/DEN DET A	NADEP 0386
SECGRU NORFOLK	TACRON 2286	SECGRU NORFOLK	NADEP 0386	SECGRU NORFOLK	IMAGU 0186
AIC 1886	LEPSU 0186	AIC 1886	IMAGU 0186	AIC 1886	CNAL 1086
IVTU INTEL 0206	RPWL 1086	IVTU INTEL 0206	CNAL 1086	IVTU INTEL 0206	CVN NE 0186
CNAL OPINTEL	TACGRU 2-286	CNAL OPINTEL	CVN NE 0186	CNAL OPINTEL	TACRON 2286
4TH MAW MED	NH PORTS DET C	4TH MAW MED	TACRON 2286	4TH MAW MED	LEPSU 0186
PSYOPS 0286	NAVSACFEN 0186	PSYOPS 0286	LEPSU 0186	PSYOPS 0286	RPWL 1086
NMITC 0186	NAS 2186	NMITC 0186	RPWL 1086	NMITC 0186	TACGRU 2-286
SECGRU GRNSB	VR-56	SECGRU GRNSB	TACGRU 2-286	SECGRU GRNSB	NH PORTS DET C
CLFINTEL 0186	VAW-78	CLFINTEL 0186	NH PORTS DET C	CLFINTEL 0186	NAVSACFEN 0186
NMC PTSMTH Det C	VFC-12	NMC PTSMTH Det C	NAVSACFEN 0186	NMC PTSMTH Det C	NAS 2186
CARGU 0486	<u>JUNE 19-20</u>	CARGU 0486	NAS 2186	CARGU 0486	VAW-78
SECGRU Norfolk	VFC-12	SECGRU Norfolk		SECGRU Norfolk	
JFACC		JFACC		JFACC	
HCS-4		HCS-4		HCS-4	
		VR-56		VR-56	

Spencer two-for-two as COY

By JO2 April Phillips

Chances are, if you come to drill every month and your pay shows up soon afterward, you probably don't think about how it got there. But dedication to getting the Selected Reservist paid is part of what earned Carletta D. Spencer the honor of Civilian of the Year for the second year in a row.

Spencer is a military personnel clerk in Naval Air Reserve Norfolk's Reserve Services office. This 27-year-old Norfolk native has been in government service since the age of 19. While a student at Key Business College, she was selected to go into a special program, where she earned school credits while working for the government.

"If they like you, they can keep you after graduation," Spencer said. She



Carletta D. Spencer, NAVAIRE Norfolk Civilian of the Year

has been working for the military ever since.

While Spencer's primary duties involve keeping Reservists paid on time, she also produces musters for drill weekends, issues commissary cards, and De-

partment of Defense decals.

Spencer credits many people for helping her earn the unprecedented honor of Civilian of the Year twice in a row. "I've been taught a lot," she said. "I still have a lot to learn. If it wasn't for

others like Denise Childress (a former military personnel clerk) and Arlene Brooks, (a co-worker) it wouldn't be possible."

Spencer also said her mother, Thelma, has been a big inspiration.

"Ever since I was a little girl, my mom always talked to me about how to do my best and how to be a good person."

Remembering the lessons from childhood, Spencer has formed her own personal goals. "I believe in doing the best I can do. I try to be good — NOT perfect, because everyone makes mistakes, but I just try to always do the best I can do."

Photo by JOC Steven Orr